

## MANIFESTO

Violence against women is the most pervasive yet least recognized human rights abuse in the world. For over three decades, women's advocacy groups around the world have been working to draw attention to the physical, psychological, and sexual abuse of women and to stress the need for action. We have provided abused women with support and protection, lobbied for legal reforms, and challenged the pervasive culture of violence.

Peace Over Violence has a grassroots origin revolving around volunteer contributions. We are present in the streets, schools, hospitals and courts; acting up, advocating against and healing violence. Our call for action over the last 40 years for a world free of violence has garnered widespread respect, support and dedicated allies among police, prosecutors, politicians, healthcare providers, individual supporters, celebrities and a growing list of sponsors from corporations and foundations.

We understand violence in relationships, families and communities is a root cause for violence in society. To address the problem at its core is to change how this problem manifests and magnifies itself in society at large. Changing an individual point of view toward sexual, domestic, and interpersonal violence will—one on one, one by one—cause social change, a transformation of society, a world without violence.

Our vision is a world without violence. Where no child is abused, no wife battered, no friend raped. A world without terror, without threats, without wounds from intentional actions. Where the strong provide for the vulnerable, where the vulnerable become empowered, where every kind of family is safe and secure, and girls and boys and women and men have a fair and equal chance at the pursuit of happiness in a tolerant and talented society.

The agency's approach toward realizing this vision is to run crisis intervention, violence prevention and education programs tailored toward women, youth and children, and by natural extension, men. We listen, counsel, support, guide and work to heal survivors of violence. We teach teens about healthy relationships, train girls in self-defense, advise politicians on public policy. We organize, we advocate. Not only do we believe, we know that violence is preventable. We stand at the center of a social movement that is advancing individuals, groups and society to stand over violence.

## STATEMENT OF VALUES AND PHILOSOPHY

Peace Over Violence is a non-profit, feminist, multi-cultural, volunteer organization dedicated to building healthy relationships, families and communities free from sexual, domestic and interpersonal violence.

This violence takes many forms and exists on many levels of society, and we have adopted several approaches in our effort to effect social change: through education, prevention and intervention. We seek to empower women and youth. We believe that self-defense is the most effective mode of self-protection, that peer counseling is the most effective mode of intervention and that education is vital to prevention of abusive relationships. We provide services that inform the community about the problem of violence, teaches women, youth and children to defend themselves against it, offer intervention and support for its survivor and promote social change through activism and policy work.

We are a feminist organization. We work to improve the quality of life for all people in a patriarchal society that ranks the concern of women and children as a low priority. We believe that everyone should be free from the oppression of sexual and domestic violence. By improving the lives of women and girls we hope to improve the lives of men and boys.

In our practices, we are sensitive to the historical and sociological status of women in our culture.

We believe in the importance of empowering women, youth and children with the greatest range of options and with making their own choices about social, reproductive, or other issues. We value and respect the voice and experience of every member of the Peace Over Violence community and are attentive to the feelings of our constituents.

We believe that violence is preventable. We recognize that ending violence against women, youth and children will require energy, support, and commitment from multiple groups in our society. We are part of a large network of people active against violence and thus our work cannot be separate from the awareness and repudiation of sexism, racism, ageism, homophobia, discrimination against people with disabilities and other forms of oppression.

The work we do is difficult and challenging. It requires a strong commitment to the community, much perseverance and faith that one day we will celebrate the fact that our services are no longer necessary. Until that day, we will work together to maintain our vigor, flexibility and responsiveness to the need of the women, youth and children in our society.

# VOLUNTEER CRISIS INTERVENTION COUNSELOR/ADVOCATE: SART-DART

## *Position Requirements and Description*

### **JOB SUMMARY:**

The main Function of the Crisis Intervention Counselor/Advocate Volunteer is to provide supportive counseling, information and referrals, and advocacy services to victims of sexual assault, domestic violence, stalking and their significant others (friends and family).

### **REQUIREMENTS:**

- Must be 18 years or older
- Applicants must have an interest in assisting sexual assault, domestic violence, stalking, elder abuse, teen survivors and their significant others.
- Give consent to Peace Over Violence to conduct a background check
- Complete Peace Over Violence’s (CALEMA approved) 65-hour Crisis Intervention Training
- Must have good communication and interpersonal skills
- Have reliable transportation (valid California driver’s license and auto insurance)
- Must be able to attend all mandatory training sessions during the 65 hour training and all in-service continuing education session once a month
- Commit to one year of volunteering a 4 or 8 hour weekly shift at Peace Over Violence

### **DUTIES:**

- Provide information, support, advocacy and accompaniment services to callers on LA Rape and Battering Hotline and Emergency Response Services
- Respond to service area hospitals, clinics, and/or law enforcement agencies to provide support for victims/survivors of Sexual Assault and/or Domestic Violence and participate in Peace Over Violence Sexual Abuse Response Team (SART) and Domestic Abuse Response Team. This will include response to hospitals without a SART center.
- Provide sexual assault crisis intervention services at sites other than the hospital or over the phone, as directed by a staff supervisor.
- Provide and offer Follow-up and Advocacy services for callers or survivors of Sexual and Domestic Violence
- Provide personal, confidential peer counseling to survivors of sexual and domestic violence and significant others.
- Assess clients’ needs for additional services and make appropriate referrals.

- Complete forms required for additional services and make appropriate referrals.
- Complete forms required for client files or service provision records.
- Make self accessible for weekly supervision by the Volunteer Supervisor and/or Division Manager
- Maintain regular communication with Staff/Program Coordinator with reference to program needs, problems, service difficulties with other agencies, and updated volunteer information (phone number, address, etc.).
- Assist in the implementation of special events (in-services, booths, fundraisers, etc.)
- Attend monthly in-service meetings through out the year. In-Service meetings are mandatory in order to maintain (CALEMA) counselor/advocate certification and confidentiality privileges.
- Other duties may be assigned.

### **QUALIFICATIONS (No previous experience needed):**

#### *Education:*

- Must attend and successfully complete Peace Over Violence’s state approved 65-hour training leading to certification as certified sexual assault victim counselor/advocate.
- Must participate and pass all practice role plays before the end of the 65-hour training.

#### *Continued Commitment:*

- Volunteers are expected to maintain a weekly shift. While it is acceptable to take a week off, it is the volunteer’s responsibility to do so, and to communicate any changes with the program director. Multiple shift changes, may lead to finding a more convenient shift or from being removed from the schedule.

#### *Commitment to Diversity:*

- The community we serve is extraordinarily diverse, and volunteers should be comfortable providing services to various populations, including: LGBT, individuals with disabilities, immigrant and/or undocumented individuals, and people from various ethnic, religious, and socio-economic backgrounds.
- Due to our large monolingual Spanish-speaking population, bilingual candidates are strongly encouraged to apply.

## CRISIS INTERVENTION TRAINING APPLICATION

I AM APPLYING FOR:

- SPRING TRAINING     
  FALL TRAINING     
  BILINGUAL TRAINING

NAME \_\_\_\_\_ DATE \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ ZIP \_\_\_\_\_

EMAIL \_\_\_\_\_ HOME PHONE \_\_\_\_\_ CELL PHONE \_\_\_\_\_ WORK PHONE \_\_\_\_\_

DATE OF BIRTH \_\_\_\_\_

- MALE     FEMALE

PREFERRED METHOD OF COMMUNICATION:

- EMAIL     CELL     HOME     WORK

DO YOU HAVE A VALID DRIVER'S LICENSE?

- YES     NO    DRIVER'S LICENSE NUMBER \_\_\_\_\_

IF NO, DO YOU HAVE A CALIFORNIA I.D.?    CA I.D. NUMBER \_\_\_\_\_

### BACKGROUND

HAVE YOU OR ARE YOU CURRENTLY VOLUNTEERING FOR A RAPE CRISIS CENTER, DOMESTIC VIOLENCE AGENCY, OR ANY OTHER ORGANIZATION?

- YES     NO     
 CAN WE CONTACT YOUR SUPERVISOR?     YES     NO

NAME OF AGENCY \_\_\_\_\_ LENGTH OF SERVICE \_\_\_\_\_ SUPERVISOR'S NAME \_\_\_\_\_

REASON FOR LEAVING: \_\_\_\_\_

\_\_\_\_\_

PLEASE DESCRIBE YOUR VOLUNTEER WORK: \_\_\_\_\_

\_\_\_\_\_

HAVE YOU BEEN CONVICTED OF A CRIMINAL OFFENSE?

- YES     NO

IF YES, STATE THE NATURE OF THE OFFENSE(S), WHEN AND WHERE CONVICTED, AND DISPOSITION OF THE OFFENSE: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I GIVE PEACE OVER VIOLENCE PERMISSION TO RUN BACKGROUND CHECK.

- YES     NO

**EMPLOYMENT**

EMPLOYER NAME

EMPLOYER ADDRESS

POSITION

SUPERVISOR'S NAME

CAN WE CONTACT YOUR SUPERVISOR?

YES

NO

OTHER WORK EXPERIENCE RELEVANT TO PROGRAM:

DESCRIBE ANY SPECIAL TALENTS, HOBBIES OR INTERESTS:

**REFERENCES**

PROVIDE THREE (3) REFERENCES IN SOUTHERN CALIFORNIA. INCLUDE REFERENCE'S NAME AND PHONE NUMBER.

NAME

PHONE

NAME

PHONE

NAME

PHONE

1. WHY DO YOU WANT TO VOLUNTEER FOR PEACE OVER VIOLENCE?

2. WHAT SKILLS AND EXPERIENCE WILL YOU BRING TO THE PROGRAMS? NO PRIOR COUNSELING EXPERIENCE IS REQUIRED.

3. WHAT WOULD YOU LIKE TO GAIN FROM THE EXPERIENCE?

4. DESCRIBE A STRESSFUL SITUATION IN YOUR LIFE AND HOW YOU HANDLED IT. ....  
 .....  
 .....

5. CAN YOU COMMIT TO TWO (2) TRAINING SESSIONS PER WEEK ON WEDNESDAY (6:30-9:30PM) AND SATURDAY (9:00AM-5:00PM) FOR THE DURATION OF TRAINING? (REQUIRED)  
 YES     NO

6. AFTER TRAINING, CAN YOU COMMIT TO 12 CONSECUTIVE MONTHS ON THE ACCOMPANIMENT AND HOTLINE PROGRAMS? SEE INFORMATION IN THIS PACKET FOR SPECIFIC DETAILS ABOUT THE COMMITMENT.  
 YES     NO

7. DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH THAT YOU FEEL COMFORTABLE COUNSELING IN? WHICH LANGUAGE? .....

8. HOW AND WHERE DID YOU LEARN ABOUT PEACE OVER VIOLENCE? .....

9. OPTIONAL – CHECK ALL OF THE FOLLOWING THAT APPLY. I AM:

- AFRICAN-AMERICAN/BLACK
- PACIFIC ASIAN
- CAUCASIAN/WHITE
- DEAF
- NATIVE AMERICAN
- LATINA
- OTHER ETHNICITY
- PHYSICALLY DISABLED

10. NEAR THE END OF TRAINING, YOU WILL BE ASKED FOR A COMMITMENT TO ONE (1) SHIFT PER WEEK. WHAT TIMES MIGHT YOU BE AVAILABLE? CHECK AS MANY AS ARE APPROPRIATE (NOTE: ALL SHIFTS ARE NOT GUARENTEED TO BE AVAILABLE).

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
3-7PM							
7-11PM							
11PM-7AM*							

\*GREATEST DEMAND FOR COVERAGE.

**NOTE:** PLEASE MAKE A COPY OF YOUR COMPLETED APPLICATION FOR YOUR FILES.

**FOR OFFICE USE:**